



**DEPARTMENT OF THE ARMY
HHC, U.S. ARMY GARRISON – FRANCONIA
UNIT 26622
APO AE 09244**

IMEU-WUZ-HH

25 July 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Letter #2 – Equal Opportunity

1. The HHC, USAG – Franconia provides Equal Opportunity (EO) and treatment for Soldiers and their family members regardless of race, color, gender, religion, or national origin. This policy applies to all Soldiers, family members and DA civilians on and off post in working, living, and recreation environments. Every leadership problem is not an EO issue; however every EO problem is a leader's issue. Leadership is the key to the success of the EO program.
2. It is the right of every Soldier, family member and DA civilian to present complaints, grievances or concerns to the chain of command for redress. I encourage Soldiers, family members and DA civilians to seek advice and report incidents to their chain of command, the Equal Opportunity Office, the Inspector General, the Military Police/Criminal Investigation Division (CID), Judge Advocate General (JAG), the Housing Referral Office, medical authorities or Chaplain.
3. Those individuals bringing any issue to the attention of any of the previously stated sections in paragraph 2 may do so without the fear of reprisal. I will not tolerate reprisal in any way, shape or form. In fact, those individuals who seek reprisal may be punished under authority of the Uniform Code of Military Justice.
4. We all have a responsibility to report or try to resolve discriminatory behavior. Equal treatment is a quality of life issue. Mistreatment and discrimination can adversely affect unit cohesion and morale. Leaders are expected to set the standard. Your pro-active engagement to the EO program is imperative to its success.

DARRELL J. OTTO
CPT, SC
Commanding

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